



I COUNT –Equity Census

Your response to the self-identification questionnaire is voluntary and will be kept confidential. However, it is mandatory to enter your **NAME** and **DEPARTMENT** and submit the questionnaire to the Equity Office, even if you choose not to fill out any additional information.

NAME _____

DEPARTMENT _____

FEDERAL CONTRACTORS PROGRAM (FCP)

The Federal Contractors Program (FCP) requires that organizations with 100 or more employees and who receive at least \$1 million in federal contracts commit to implementing employment equity with regard to four designated groups: women; Aboriginal/Indigenous peoples; visible minorities/racialized groups; and, persons with disabilities. The University's responsibilities under the FCP include collecting data on the representation of designated group members in the workforce. The questions below are responsive to that requirement.

Please note that a person may belong to more than one designated group.

Women:

For the purposes of employment equity under the FCP, women are a designated group.

Do you self-identify as a woman?

No ☐ Yes ☐ Prefer not to answer ☐

Indigenous/Aboriginal Peoples

For the purposes of employment equity under the FCP, an Indigenous/Aboriginal person is someone who identifies as First Nations, Métis or Inuit. An Indigenous/Aboriginal person may be a treaty, status or non-status, registered or non-registered.

Do you self-identify as an Indigenous/Aboriginal Person?

No ☐ Yes ☐ Prefer not to answer ☐

If you are an Indigenous/Aboriginal person, please check all that apply:

- ☐ Métis
- ☐ Inuit
- ☐ First Nations (Status/Non-Status)

Racialized/Visible Minority:

For the purposes of employment equity under the FCP, a member of a racialized/visible minority group in Canada is someone (other than an Indigenous/Aboriginal Person as defined above) who self-identifies as non-white in colour or non-Caucasian in racial origin, regardless of birthplace or citizenship. Members of ethnic or national groups (such as Portuguese, Italian, Greek, etc.) are not considered to be racially visible unless they also meet the criteria above.

Do you self-identify as a member of a racialized/visible minority group in Canada?

No ☐ Yes ☐ Prefer not to answer ☐

If you are a member of a racialized/visible minority group in Canada, please check all that apply:

- ☐ Black (e.g., African, American, Canadian, Caribbean)
- ☐ Chinese
- ☐ Filipino
- ☐ Japanese
- ☐ Korean
- ☐ Indigenous person from outside North America
- ☐ South Asian/East Indian (e.g., Bangladeshi, Pakistani, Indian from India, East Indian from Guyana, Trinidadian, Sri Lankan, East African)

- ☐ South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)
- ☐ Non-White West Asian (e.g., Iranian, Lebanese, Afghan)
- ☐ Non-White North African (e.g., Egyptian, Libyan)
- ☐ Arab
- ☐ Non-White Latin American (including indigenous persons from Central and South America)
- ☐ Person of Mixed Origin (with at least one parent in one of the racialized (visible minority) groups listed above)
- ☐ Another (please specify): _____

Person With A Disability

For the purposes of employment equity under the FCP, a person with a disability means a person who has a long-term or recurring physical, mental, sensory, psychiatric or learning disability and considers herself/himself to be disadvantaged in employment by reason of that disability, or believes that an employer or potential employer is likely to consider her/him to be disadvantaged in employment by reason of that disability. A person with a disability may also be someone whose functional limitations owing to her/his disability have been accommodated in her/his current job or workplace.

Do you self-identify as a person with a disability?

No ☐ Yes ☐ Prefer not to answer ☐

If you are a person with a disability, please check all that apply:

- ☐ Psychiatric disability and/or mental health disorder (e.g., bipolar disorder, obsessive compulsive disorder)
- ☐ Physical, functional and/or mobility disability (e.g., arthritis, paraplegia, cerebral palsy, muscular dystrophy, spinal cord injuries, spina bifida)
- ☐ Blind and/or low vision
- ☐ Deaf, deafened and/or hard of hearing
- ☐ Speech disability (e.g., stuttering)
- ☐ Chronic medical condition disability (e.g., diabetes, chronic pain, HIV/AIDS, chronic fatigue syndrome, kidney disease, seizure disorders)
- ☐ Developmental disability (e.g., Asperger syndrome, Autism, fetal alcohol effect)
- ☐ Learning disability (e.g., dyslexia)
- ☐ Head injury/cognitive
- ☐ Another (please specify): _____

Queen's recognizes that groups other than those in the FCP have historically met barriers in the workplace that limit their full and active participation. Queen's also recognizes that there may be differences within groups that affect their participation in the workplace.

The following questions are intended to provide the University with information that may assist in identifying and removing barriers to employment for two such groups. As with the previous questions, you may decline to answer any or all of the questions, and all responses are confidential.

Sexual Orientation

For the purposes of this census sexual orientation is the direction of one's sexual interest or attraction. It is a personal characteristic that forms part of who you are. It covers human sexuality, including but not limited to, lesbian, gay, bisexual and straight (adapted from The 519 Glossary of Terms).

The options identified below are based on the language used by the Ontario Human Rights Commission in the [Policy on Discrimination and Harassment Because of Sexual Orientation](#) and the [Policy on Preventing Discrimination Because of Gender Identity and Gender Expression](#).

Do you consider your sexual orientation to be lesbian, gay, bisexual, two-spirit, queer or a similar term?

No ☐ Yes ☐ Prefer not to answer ☐

If you consider your sexual orientation to be lesbian, gay, bisexual, two-spirit, queer or a similar term please check all that apply:

- ☐ Lesbian
- ☐ Gay
- ☐ Bisexual
- ☐ Two-Spirit
- ☐ Queer
- ☐ Another (please specify): _____

Gender Identity

For the purposes of this census gender identity is each person's internal and individual experience of gender. A person's gender identity may be the same as or different from their birth-assigned sex (adapted from the Ontario Human Rights Commission).

The options identified below are based on the language used by the Ontario Human Rights Commission in the [*Policy on Discrimination and Harassment Because of Sexual Orientation*](#) and the [*Policy on Preventing Discrimination Because of Gender Identity and Gender Expression*](#).

Trans refers to a person who identifies with a gender other than the one assigned to them at birth, or to a person whose gender identity and gender expression differs from stereotypical masculine and feminine norms. It is also an umbrella term for those who identify as transgender, transsexual, trans, gender variant, gender non-conforming, genderqueer, or a similar term.

Do you consider your gender identity to be trans, transgender, gender variant, gender non-conforming, genderqueer, two-spirit or a similar term?

No ☐ Yes ☐ Prefer not to answer ☐

If you consider your gender identity to be trans, transgender, gender variant, gender non-conforming, genderqueer, two-spirit or a similar term please check all that apply:

- ☐ Trans
- ☐ Transgender
- ☐ Gender variant
- ☐ Gender non-conforming
- ☐ Genderqueer
- ☐ Two-Spirit
- ☐ Another (please specify): _____

Employment Equity Listserv

Queen's is committed to diversity, equity, and inclusion. We are actively working to create and maintain an inclusive environment. The Employment Equity Listserv is a new initiative to help us achieve this. Some benefits of subscribing to the Listserv are access to:

- a forum for members to share ideas
- opportunities to inform Queen's employees on equity initiatives

Everyone is welcome to participate: would you like to join the Employment Equity Listserv?

No ☐ Yes ☐

If yes, email address: _____

Please return this form to:

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